

City of Upland



UPLAND EXECUTIVE MANAGEMENT BENEFITS SUMMARY

HEALTH INSURANCE - CAFETERIA PLAN

Benefit options: Kaiser and Anthem medical plans, Delta Dental PPO plans or Metlife Dental DHMO, Eye Med Vision Plan. Employee must pay the difference between city contribution and actual premium of plan (s) selected.

- \$1,184.00 Monthly cafeteria allowance

LIFE INSURANCE (METLIFE)

- City paid life and AD&D
- 1 X annual salary
- Employee may cover dependents for additional cost

FLEXIBLE SPENDING & SUPPLEMENTAL INSURANCE

- Available through American Fidelity Assurance Co.
- Section 125 Health and Dependent Care flexible spending plans and HSA
- Supplemental life, accident, critical illness insurance

LONG TERM DISABILITY

- 66 2/3% of base salary to a max of \$5,000/month after 60 days or use of all sick leave, whichever is later.
- If sick leave is exhausted prior to the end of 60 day period employee may use other accrued leaves.

PREVENTATIVE HEALTH BENEFITS

- Reimbursement up to \$225 per year for purchase of items, classes, memberships or programs which contribute to physical fitness: other uses as may be approved by the City Manager
- Items considered acceptable are defined in City of Upland's policy on Preventative Health Benefits
- Reimbursement will be made in June each year

UNIFORM ALLOWANCE

- Police Chief receive \$884 per year for the cleaning and/or replacement of uniforms after completion of 12 months of employment
- Uniform is provided at time of hire
- Allowance paid in December

VEHICLE ALLOWANCE

- Police Chief shall receive a City vehicle to take home
- All other departments heads receive \$350/month

RETIREMENT - CalPERS

Classic Members" (Members currently enrolled in CalPERS prior to 1/1/2013 with no greater than 6 month break in service)

- 2.5 % AT 55, single highest year
- Employee pays 8% of salary

- 1959 Survivor's Benefit, 3rd level survivor benefit

"Safety Classic Members" (Members currently enrolled in CalPERS prior to 1/1/2013)

- 3 % at 55, single highest year
- **Employees pay 9%**
- 1959 Survivor's Benefit, 3rd level survivor benefit

"Classic Employees" (Members currently enrolled in CalPERS prior to 1/1/2013 with no greater than 6 month break in service), hired after January 1, 2020

- 2.5 % AT 55, single highest year
- Employee pays 8% of salary and 1.4% cost share
- 1959 Survivor's Benefit, 3rd level survivor benefit

"PEPRA Members" (Members never enrolled in CalPERS or members who have greater than 6 month break in service)

- 2 % AT 62, 3 final years of employment
- Employees hired or promoted after 1/1/2013 pay 7.25% of salary;
- 1959 Survivor's Benefit, 3rd level survivor benefit

"Safety New Members" (Members never enrolled in CalPERS or members that have greater than 6 month break in service)

- 2.7 % at 57, final 3 consecutive years of employment
- **Employees hired or promoted after 1/1/2013 pay 13.75%;**
- 1959 Survivor's Benefit, 3rd level survivor benefit

DEFERRED COMPENSATION

- Mass Mutual 457 Plan, Roth 457 option
- City contributes 9% of employee's base monthly salary to 457 deferred compensation plan
- This City contribution may also be used toward cafeteria options (medical, dental, vision)
- Exempt employees may transfer unused cafeteria funds to the deferred compensation plan at the employee only rate of coverage
- Employee may make additional voluntary contributions up to IRS limits

TAXES

- Effective April 1, 1986, Federal law requires all new employees and the City to each contribute 1.45% of salary to Medicare
- The City does not pay into Social Security

RETIREE BENEFITS

- Retirement Health Savings (RHS) Accounts through ICMA-RC with City contributions on employee's behalf beginning at **5 years** of continuous service. Available only upon service or disability retirement with the City of Upland.
- This benefit was eliminated for employees hired after October 1, 2014.

"The City of Gracious Living"

City of Upland



MID-MANAGEMENT EMPLOYEES ASSOCIATION BENEFITS SUMMARY

EDUCATIONAL INCENTIVE

- Available after 2 years of City service (job related degree must be awarded on or after reaching 2 years service).
- One-time payment of percentage of annual base salary at the time a job-related degree is awarded
- PhD with 2 years of service = 10%
- JD with 2 years of service = 10%

BEREAVEMENT LEAVE

- Up to 30 hours with pay annually (calendar year) in the event of death in immediate family (refer to MOU)
- May use up to 4 hours per year to attend funeral services

LONGEVITY PAY

- 2.5% of base salary with 20 yrs of continuous service

PAYCHECKS

- Paychecks are issued every other Thursday. The paycheck on Thursday covers the prior two week period worked from Sunday morning (12:01 a.m.) through mid-night Saturday (12:00 a.m.)
- There are usually 26 pay-periods per year

VACATION

- 1-2 years = 80 hours
- 3-5 years = 96 hours
- 6-10 years = 128 hours
- 11-16 years = 136 hours
- 17+ years = one additional day(8 hours) per year to a maximum of 176 hours

VACATION - Police Chief:

- 1-2 years of service = 96 hours
- 3-5 years of service = 120 hours
- 6-16 years of service = 152 hours
- 17+ years = One additional day(10 hours) per year to a maximum of 176 hours per year

VACATION BUYBACK

- Executive employees may be paid cash in lieu of unused vacation, sick leave, and/or executive leave for up to 80 hours in December of each year.
- An additional 80 hours of vacation may be cashed out in June of each year.

HOLIDAYS/FLOATING HOLIDAY

- 40 hours of floating holiday per calendar year
- Floating holiday must be used within the calendar year or it will be removed from the books as of December 31st each year
- See MOU for approved City Holidays

SICK LEAVE

- 8 hours per month to a maximum of 1250 hours

EXECUTIVE LEAVE

- 80 hours per calendar year
- Must be used within the calendar year or will be removed from the books as of December 31st each year

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